

Underemployment

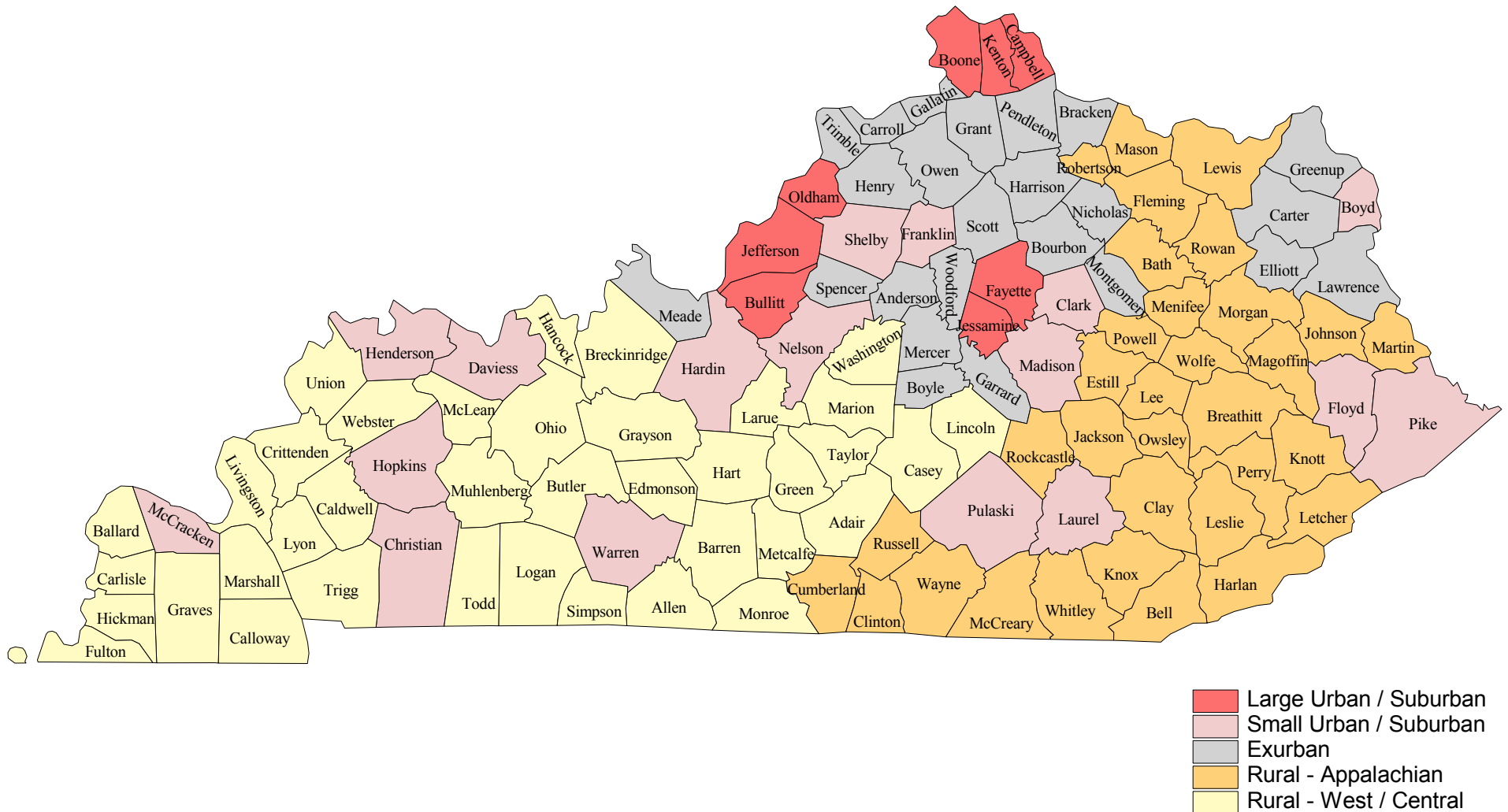
- In 2002, according to the Kentucky Labor Supply and Demand Surveys conducted by the University of Kentucky and the University of Louisville, there were 23,672 underemployed persons in the Barren River WIA (see chart below). Nineteen percent of the labor force was underemployed, mostly due to persons seeking a better job match, though 25% was due to persons seeking full-time work.
- Underemployment was higher in Warren County, the small urban county in the Barren River WIA, than in the other counties.

	Underemployed Seeking Full Time Work	Underemployed Seeking a Better Job Match	Total Underemployed	% of Labor Force Underemployed	% of Labor Force Under- or Unemployed
Barren River	5,815	17,857	23,672	18.8%	24.4%
Allen	130	1,127	1,257	15.4%	20.3%
Barren	383	2,544	2,927	15.8%	21.2%
Butler	147	859	1,006	16.1%	21.0%
Edmonson	120	716	836	16.8%	23.7%
Hart	194	1,059	1,253	16.7%	23.2%
Logan	310	1,857	2,167	16.7%	20.9%
Metcalfe	116	650	766	17.1%	23.6%
Monroe	147	756	903	16.8%	26.9%
Simpson	170	1,190	1,360	16.7%	20.0%
Warren	4,098	7,099	11,197	22.5%	28.3%
Kentucky	80,882	273,823	354,705	18.4%	24.1%

- In small urban counties around Kentucky, the underemployed were
 - less likely to be married,
 - more likely to be attending school,
 - less likely to have a post-secondary degree,
 - more likely to be non-white,
 - more likely to be working part-time
 - more likely to be in retail, in education, legal and arts occupations, as well as sales and production occupations
 - less likely to be in management, business and financial occupations and health care occupations than those who were employed but not underemployed.
 - The underemployed were also younger and were paid about \$13.77 an hour less than those who were employed but not underemployed.

- In rural (west and central) counties around Kentucky, the underemployed were
 - less likely to be married,
 - less likely to be attending school,
 - more likely to have some college,
 - less likely to have a baccalaureate degree or an advanced degree,
 - more likely to be non-white,
 - more likely to have a sensory or physical limitation or learning disability,
 - more likely to be in the retail and manufacturing sectors,
 - more likely to be in office and administrative support occupations as well as transportation and materials occupations,
 - less likely to be in management, business, and financial occupations,
 - The underemployed were also slightly younger and were paid \$3.95 an hour less than those who were employed but not underemployed.

Counties in the Five Supply Side Survey Regions in the Kentucky Labor Supply and Demand Surveys



Characteristics of the Underemployed and the Employed Who Are Not Underemployed
Small Urban

	Underemployed	Employed Who Are Not Underemployed
Community Type		
Rural Farm	11.54%	16.46%
Rural Non-farm	19.23%	17.07%
Small Town	41.03%	39.33%
Suburb	6.41%	9.45%
City	20.51%	17.38%
Don't Know	1.28%	0.30%
Average Number of Children Under 18 in Household	0.91	0.83
Average Number of Children Under 15 in Household	0.76	0.70
Average Number of People Over 65 in the Household	0.15	0.10
Average Number of Grandchildren in Household	1.92	1.96
Average Length of Time Responsible for Grandchildren (Years)	3.67	4.00
Percent Married	39.74%	68.29%
Percent Currently Attending School	17.95%	10.36%
Highest Level of Schooling		
Less than High School	15.38%	13.70%
High School Graduate	29.49%	28.05%
Some College	21.79%	17.68%
Associates or Vocational Degree	8.97%	10.36%
Bachelors Degree	14.10%	19.21%
Advanced Degree	10.25%	10.97%
Average Age	34.58	41.6
Percent Hispanic	3.85%	1.22%
Primary Race Category Selected		
White	79.49%	92.68%
Non-white	20.51%	7.02%
Refused	0.00%	0.30%
Percent with Certain Health Problems		
Deafness, Vision, or Hearing Problem	5.13%	4.88%
Physical Limitation	10.26%	7.93%
Learning Disability	6.41%	2.44%
Percent with Problems Performing a Certain Task		
Dressing, Bathing, etc.	0.00%	0.91%
Getting Around Outside the Home	1.28%	2.13%

Working	3.85%	2.74%
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Percent that Work Full-Time or Part-Time

Full-time	69.23%	84.15%
Part-time	30.77%	15.85%

Average Commute Time in Minutes	17.06	20.14
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Broad Industry Category

Manufacturing	15.38%	14.02%
Wholesale	1.28%	3.35%
Retail	17.95%	14.33%
Other	65.38%	68.29%

Class of Employer

Private, profit	56.41%	56.40%
Private, non-profit	10.26%	8.84%
Local Govt.	7.69%	4.27%
State Govt.	6.41%	8.23%
Federal Govt.	6.41%	6.71%
Self Employed, not incorporated	2.56%	7.32%
Self Employed, incorporated	6.41%	3.96%
Working without pay	0.00%	0.30%
Don't Know	3.85%	3.96%

Occupation

Management, Business, & Financial	8.98%	20.12%
Social & Physical Sciences	2.56%	4.26%
Social & Protective Services	2.56%	4.26%
Education, Legal, & Arts	12.82%	9.44%
Health Care	5.13%	7.01%
Food, Cleaning, & Personal Care	5.12%	5.48%
Sales & Related	14.10%	7.62%
Office & Administrative Support	15.38%	14.33%
Farming, Fishing, & Forestry	0.00%	1.52%
Construction and Extraction	6.41%	5.18%
Installation, Maintenance, & Repair	5.13%	1.83%
Production	11.54%	8.84%
Transportation & Materials	6.41%	7.32%
Other	3.85%	2.74%

Benefits at Current Job

Percent with Health Insurance	69.12%	79.78%
Percent with Retirement Benefits	54.41%	73.65%

Hourly Pay Rate	\$9.68	\$23.45
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Characteristics of the Underemployed and the Employed Who Are Not Underemployed
Rural West

	Underemployed	Employed Who Are Not Underemployed
Community Type		
Rural Farm	19.64%	26.50%
Rural Non-farm	25.00%	21.77%
Small Town	53.57%	48.90%
Suburb	1.79%	0.95%
City	0.00%	1.26%
Don't Know	0.00%	0.63%
Average Number of Children Under 18 in Household	1.05	0.92
Average Number of Children Under 15 in Household	0.82	0.79
Average Number of People Over 65 in the Household	0.09	0.12
Average Number of Grandchildren in Household	1.84	1.97
Average Length of Time Responsible for Grandchildren (Years)	3.00	3.50
Percent Married	58.93%	68.14%
Percent Currently Attending School	5.36%	9.15%
Highest Level of Schooling		
Less than High School	12.50%	11.04%
High School Graduate	35.71%	43.85%
Some College	33.93%	14.83%
Associates or Vocational Degree	8.93%	8.51%
Bachelors Degree	8.93%	12.30%
Advanced Degree	0.00%	9.47%
Average Age	39.52	41.61
Percent Hispanic	0.00%	1.26%
Primary Race Category Selected		
White	89.29%	95.58%
Non-white	8.92%	4.42%
Refused	1.79%	0.00%
Percent with Certain Health Problems		
Deafness, Vision, or Hearing Problem	10.71%	4.10%
Physical Limitation	7.14%	3.47%
Learning Disability	5.36%	3.79%
Percent with Problems Performing a Certain Task		
Dressing, Bathing, etc.	0.00%	0.32%
Getting Around Outside the Home	0.00%	0.63%

Characteristics of the Underemployed and the Employed Who Are Not Underemployed
Rural West

	Underemployed	Employed Who Are Not Underemployed
Working	3.57%	1.89%
Percent that Work Full-Time or Part-Time		
Full-time	82.14%	86.44%
Part-time	17.86%	13.56%
Average Commute Time in Minutes	17.60	20.27
Broad Industry Category		
Manufacturing	30.36%	21.45%
Wholesale	0.00%	3.79%
Retail	23.21%	13.25%
Other	46.43%	61.51%
Class of Employer		
Private, profit	64.29%	53.94%
Private, non-profit	3.57%	5.68%
Local Govt.	3.57%	3.47%
State Govt.	7.14%	12.30%
Federal Govt.	3.57%	3.15%
Self Employed, not incorporated	12.50%	11.04%
Self Employed, incorporated	0.00%	3.47%
Working without pay	0.00%	0.32%
Don't Know	5.36%	6.62%
Occupation		
Management, Business, & Financial	7.41%	14.06%
Social & Physical Sciences	3.70%	2.56%
Social & Protective Services	1.85%	3.20%
Education, Legal, & Arts	3.70%	8.31%
Health Care	9.26%	6.71%
Food, Cleaning, & Personal Care	9.25%	7.36%
Sales & Related	11.11%	9.90%
Office & Administrative Support	20.37%	12.78%
Farming, Fishing, & Forestry	0.00%	1.60%
Construction and Extraction	1.85%	5.75%
Installation, Maintenance, & Repair	1.85%	2.88%
Production	18.52%	17.57%
Transportation & Materials	11.11%	6.71%
Other	0.00%	0.64%
Benefits at Current Job		
Percent with Health Insurance	76.09%	83.13%
Percent with Retirement Benefits	69.57%	74.30%
Hourly Pay Rate	\$11.27	\$15.22

Detailed Information on the Underemployed

	Large Urban	Small Urban	Exurban	Rural Appalachia	Rural West
Percent of Workers Underemployed	16.3%	19.3%	17.5%	20.5%	15.2%
Percent of Male Workers Underemployed	17.8%	16.5%	18.7%	22.3%	13.8%
Percent of Female Workers Underemployed	15.2%	22.0%	16.1%	18.9%	16.7%
Percent of Part-time Workers Wanting a Full-time Job	13.6%	32.0%	19.6%	40.0%	18.9%
Reason for not Wanting Full-time Job					
Child Care Problems	14.0%	23.5%	13.5%	18.5%	16.3%
Family/Personal Obligations	17.5%	23.5%	24.3%	29.6%	16.3%
Health/Medical Limitations	7.0%	2.0%	5.4%	7.4%	11.6%
School/Training	31.6%	19.6%	18.9%	18.5%	27.9%
Retired/Social Security Limitations	12.3%	15.7%	24.3%	14.8%	14.0%
Full-time Workweek<35 Hours	5.3%	9.8%	8.1%	3.7%	2.3%
Don't Know	10.5%	3.9%	5.4%	7.4%	11.6%
Refused	1.8%	2.0%	0.0%	0.0%	0.0%
Percent of Full-time Workers Overqualified, i.e., More Training or Experience than Necessary for Job	28.1%	31.1%	33.8%	29.3%	26.3%
Percent Who Are Overqualified By Choice	39.6%	47.1%	48.6%	40.7%	44.6%
Reasons for Being Involuntarily Overqualified					
Child/Dependent Care	11.9%	16.7%	20.3%	29.2%	26.1%
Lack of Transportation	1.7%	3.7%	5.1%	2.1%	4.4%
Geographic Location	25.4%	46.3%	47.5%	56.3%	58.7%
Lack of Job Opportunities	74.6%	92.6%	86.4%	91.7%	93.5%
Low Wages at Available Jobs	57.6%	72.2%	61.0%	79.2%	78.3%
Disability	3.4%	9.3%	6.8%	2.1%	2.2%
Lack of Support from Family	6.8%	11.1%	11.9%	8.3%	4.4%
Percent of Underemployed Who Believe that Skills, Education, Exp., etc. Fit Well with Current Job	67.7%	74.0%	68.2%	58.5%	63.6%
Percent of Underemployed Who Believe They Should have a Better Job	84.8%	94.9%	95.4%	90.8%	92.8%
Percent of Underemployed Who Believe They Are Qualified for Better Job	92.5%	96.1%	95.4%	95.3%	94.6%
Reasons Given by Underemployed for Being Qualified for Better Job					
Percent Qualified Because of Education	93.4%	72.0%	75.8%	77.0%	69.8%
Percent Qualified Because of Skills	90.3%	96.0%	96.8%	93.4%	98.1%
Percent Qualified Because of Experience	87.1%	88.0%	95.1%	83.6%	96.2%
Percent Qualified Because of Training	79.0%	84.0%	91.9%	81.9%	96.2%
Percent of Underemployed Who Believe They are Appropriately Compensated	41.8%	50.0%	41.5%	44.6%	55.3%

Detailed Information on the Underemployed

	Large Urban	Small Urban	Exurban	Rural Appalachia	Rural West
Average Hourly Wage Underemployed Believe They Would be Paid in a Job that Matched Their Skills, Education, and Experience	\$ 17.34	\$ 11.21	\$ 14.97	\$ 12.71	\$ 12.78
Percent of Underemployed Attempting to Improve Skills and Training	67.2%	60.2%	62.1%	61.5%	58.9%
Percent of Employers of Underemployed Offering Tuition Assistance	44.6%	51.3%	39.1%	25.4%	37.5%
Percent of Underemployed Who Believe They Could Find a Better Fitting Job in 3 Months if They Were Willing to Relocate or Commute within a 200 Mile Region	68.2%	71.0%	73.4%	61.3%	59.4%